

Contract no. 1656

LIBRARY
INSTITUTE OF MANAGEMENT
AUGUST 1989

OCT

RUTGERS UNIVERSITY

AGREEMENT

between
the

BLOOMINGDALE BOARD OF EDUCATION

and the

BLOOMINGDALE TEACHERS' ASSOCIATION

1989 - 1992

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AGREEMENT

This agreement entered into this 6/6/89 day of 1989, by and between the Board of Education of the Borough of Bloomingdale in the County of Passaic, State of New Jersey, hereinafter called the "Board" and the Bloomingdale Teachers' Association, hereinafter called the "Association."

I. RECOGNITION

The Board hereby recognizes the Bloomingdale Teachers' Association as the exclusive bargaining representative, as defined in Chapter 123, P.L. of 1975, for all certified teaching personnel under contract, but excluding supervisory and executive personnel, office, clerical and maintenance and operation employees. (Refer to IV. D)

- A. The term "teacher" when used hereinafter in this Agreement shall refer to all employees represented by the name of the employee organization in the negotiating unit as above defined.
- B. The term "board" shall include its members and designated agents.

II. NEGOTIATION AGREEMENT

- A. All parties agree to enter into collective negotiation over a successor agreement no later than October 15th of the calendar year preceding the calendar year in which this agreement expires.
- B. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

III. GRIEVANCE PROCEDURE

A. Definitions

1. "A grievance is a claim by a teacher or representatives of teachers based upon the interpretation, application or violation of this agreement, policies or administrative decisions affecting the terms and conditions of employment of a teacher or a group of teachers."

2. An "aggrieved person" is the person or persons making the claim.
3. A "party of interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim, including the Board of Education.
4. The term "grievance" shall not apply to any matter in which the Board of Education is prohibited by specific statute or case law to act, or a complaint of a non-tenured teacher which arises by reason of his/her not being reemployed.
5. The term "days" as defined under this article shall be school teaching days.

B. Purpose

The purpose of this procedure is to resolve grievances at the lowest possible level.

Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. Any teacher having a grievance may discuss the matter informally with any appropriate member of the administration and have the grievance resolved with or without intervention of the Association provided the solution is not inconsistent with the terms of this agreement and state statutes.

C. Procedure

1. Step One

The aggrieved person presents the grievance in writing, directly or through his/her Association Representative to his building principal. An interview is arranged within two days; a decision in writing is given by the principal within five days after the interview. If the matter is settled or explained to the aggrieved person's satisfaction, the matter is resolved.

2. Step Two

If the decision made at the first step does not satisfy the aggrieved person, the Association Representative and the aggrieved person has five days to file an appeal with the superintendent. The superintendent or his designee shall arrange another interview with the aggrieved person, within two days. Within five days following the interview the superintendent shall give his written decision to the aggrieved person and the Association Representative.

2. Step Three

If the aggrieved person is still not satisfied, he/she may within five days of the superintendent's decision, make a written request to the Board through the Association for a review of the decision. The Board or its designated committee shall set a hearing date to be held within twenty-one days after receipt of aggrieved person's request. Within ten days after the next scheduled board meeting, the Board will notify the aggrieved person and the Association of its decision in writing.

3. Step Four

If the aggrieved person is not satisfied with the Board's decision and the grievance shall involve an alleged violation of a specific article and section of this agreement, he/she may ask the Association to notify the Board in writing within fifteen days of his desire to submit the grievance to an arbitrator subject to the following conditions:

- a. The arbitrator shall be mutually agreed upon. If no agreement is reached on the selection of an arbitrator after ten days, an arbitrator shall be selected by P.E.R.C.
- b. The decision of the arbitrator shall be final and binding on both parties.
- c. The costs of arbitration, including the arbitrator's fees but excluding the attorney fees, shall be divided equally between both parties.
- d. An aggrieved person shall not have the right to refuse to follow an administrative directive or

a Board policy on the grounds that he has instituted a grievance. The party of interest is required to continue under the direction of the superintendent and administrators, regardless of the pendency of any grievance, until such grievance is properly determined.

- e. No grievance shall be considered under the grievance procedure outlined herein unless it is presented for consideration within 30 days from the date of its known occurrence or unless good and sufficient reason is given for not presenting the grievance within this period. In no case shall a grievance be initiated beyond (4) four calendar months of its occurrence.
- f. Documents dealing with the process of grievances shall be filed separately from the personnel file of the participants.
- g. To insure prompt resolution of grievances, all time limits are considered maximum but may be extended by mutual agreement.

IV. BLOOMINGDALE TEACHERS' SALARY GUIDE 1989-1992

- A. See attached Salary Guides.
- B. Salaries shall be paid in twenty semi-monthly payments.
- C. Teachers who complete five months and one day of consecutive teaching during one regular school year shall receive credit for an additional salary guide step on the next year's Bloomingdale Board of Education Teachers' Salary Guide.
- D. A commensurate reduction of benefits will be given for less than full-time but more than 20 hours to new part-time employees. Existing part-time employees will remain status quo.
- E. Those persons who are less than full-time shall be pro-rated on their appropriate step of the salary guide in the same proportion of salary as days employed.

Example: 4 full days of work per week - 4/5ths of step
3 full days of work per week - 3/5ths of step

V. HOME INSTRUCTION

The rate for home instruction shall be \$17.00 per hour.

VI. ACTIVITIES' GUIDE

The following activities shall be compensated at the rate of 5% of the 1st step in the salary guide

Intramurals
Yearbook
Instrumental Band

The following activities shall be compensated at the rate of 2.5% of the 1st step in the salary guide

Newspaper

The following activities shall be compensated at the rate of 1.25% of the 1st step in the salary guide

Student Council
Safety Patrol

The following activities shall be compensated at the rate of \$100.

Teacher in Charge
P.R. Person
Affirmative Action Teacher

Washington Trip Leader/Day
Washington Trip Chaperon/Day (\$75)

Note: If any position is split, the amount paid will be prorated.

VII. HEALTH AND INSURANCE PROTECTION

A. Medical/Health Plan

The Board shall provide the full single rate coverage and one hundred percent (100%) of the cost of the family coverage to all teachers enrolled in the New Jersey Public and School Employee Health Benefits Plan.

B. Dental Plan

The Board shall provide single, two party or 100% of the family contract coverage to all eligible teachers.

The Board agrees to provide a dental plan which includes the following elements:

1. Preventive and Diagnostic	100%
2. Basic Services	80/20 co-pay
3. Prosthodontic Benefits	50/50 co-pay

The maximum amount payable for the above services shall be \$1,000 per calendar year.

The cost of this insurance to the board will be capped as of September 1, 1991. Any cost assessed to a BTA member will be deducted in pre-tax dollars.

C. Prescription Drug Plan

The Board shall provide a full family coverage prescription plan with \$2.00 deductible for each prescription filled.

D. Change in Insurance Carriers

It is understood that the Board reserves the right to change carriers provided that the new carrier provides equal or improved benefits than those in existence.

E. Benefits for Part-time Employees

Part-time employees hired after September 1, 1984 shall receive sick and personal days on a pro-rated basis. Persons working more than twenty hours shall receive full medical coverage. Those working less than twenty hours shall not receive medical benefits.

F. Notes

The board agrees to distribute information regarding enrollment dates and supplementary information as may be available to staff members once per year.

Certified retired teachers will be given the option of continuing the medical coverage provide by the board, provided they pay the costs of such coverage.

VIII. RETIREMENT ALLOWANCE

Upon retirement, all teachers who have at least ten (10) or more years of continuous employment, in Bloomingdale, shall be reimbursed for 50% of their accrued sick leave. Said payment shall be based on the teacher's salary at the time of retirement, but shall not exceed the amount of difference between step one of the BA guide and the maximum of the BA guide.

Deferred certified retirement of up to two (2) years shall receive the benefits of this article, payment to be made upon the payment of the first check from the pension fund.

Payment of the above amount shall be no sooner than July 15th of the first payday in the first fiscal year following the employees announced retirement and no later than one month from this day unless the employee requests a deferred payment.

The payout at the time of resignation shall be made in such a manner that no more than the above stipulated cap on sick time be paid out in one fiscal year, however the payout of all benefits, including retirement, will be made at the retirement cap until all board obligations are met.

Adequate notice of retirement shall be required. This notice shall be defined as April 1 of the retiring year. If less notice has been given, payment need not be made until one year later than otherwise specified. Retirement shall be defined as in the Teachers' Pension and Annuity Fund.

IX. SICK LEAVE

All teachers employed by the Bloomingdale Board of Education shall be entitled to ten (10) days sick leave each school year. Unused sick leave days shall be accumulated from year to year. Teachers must present to the administration a doctor's certificate verifying the illness after five (5) consecutive days' absence if requested by the Superintendent or his designee.

X. TEMPORARY LEAVES OF ABSENCE

Teachers shall be entitled to the following temporary leaves of absence with full pay:

A. Death in the immediate family

An allowance of three consecutive school days' leave shall be granted at any one time to attend the funeral of a member of the immediate family. Immediate family shall be interpreted as mother, father, mother-in-law, father-in-law, spouse, child, brother, sister, grandmother, grandfather, brother or sister-in-law or any relative of the same household.

B. Personal Business

An allowance of up to three days' leave shall be granted for the following reasons:

Illness in the Family
Legal Obligation
Family Obligation
Association matter unable to be handled
during off periods
Home emergency
Death of a close friend or distant
family member
Religious Holiday

No other explanation shall be needed. Personal days shall not be taken in the last work day immediately preceding a legal holiday. No personal business days shall be taken during the last two weeks of school. This section shall not apply in cases of emergency as approved by the Board or its designee.

Except in cases of extreme emergency, all requests for leaves shall be in writing to the Superintendent or his/her delegated agent prior to the date requested.

Unused personal days shall accrue as sick days.

C. Visitation to Other Schools

An allowance of up to two days' leave shall be granted for administration approved visitation to other schools. A follow-up report shall be filed with the building principal within one week following such visitation. The number of teachers allowed to leave at any one time will be within the discretion of the administration.

XI. EXTENDED LEAVES OF ABSENCE

A. Maternity/Adoption Leave

1. No tenured teacher shall be removed from her regular teaching duties during her pregnancy, nor shall any non-tenured teacher be removed from her regular teaching duties during those months of her pregnancy which occur during a school year for which she has signed a contract for employment with the Board, except as indicated in Section 2.
2. The Board may remove any pregnant teacher from her teaching duties on any one of these bases:
 - a. Her teaching performance has substantially declined from the time immediately prior to her pregnancy.
 - b. If the basis for removal from duties is the physical condition or capacity of the teacher:
 - (1) The pregnant teacher fails to produce a certification from her physician that she is medically able to continue teaching, or
 - (2) the Board of Education's physician and the teacher's physician agree that she cannot continue teaching, or
 - (3) following any difference of medical opinion between the Board's physician and the teacher's physician, the Board requests expert consultation in which case the Passaic County Medical Society shall appoint an impartial third physician who shall examine the teacher and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue teaching. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the teacher and the Board.
 - c. Any other just cause as defined in N.J.S.A. Title 18.
3. All tenured or non-tenured pregnant or adopting teachers may apply to the Board for a leave of absence without pay and shall be granted that leave at any time requested before the expected date of birth and continuing to a reasonable requested date

after the arrival of a natural or adopted child. Following the grant of such leave to any teacher, the date of return of that teacher shall be further extended in the discretion of the Board of Education for an additional reasonable period of time at the teacher's request for reasons associated with the pregnancy or birth or for other proper cause. However, the Board of Education need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which that leave is obtained.

4. No tenured or non-tenured teacher shall be barred from returning to work after the birth of her child solely on the grounds that there has not been a lapse of time between the birth and her desired date of return or that a new school year has not begun except as is provided in the preceding paragraph. Nothing contained in this paragraph shall be construed to preclude the Board from requiring any teacher after the birth of her child to produce a certificate from her physician showing that she is physically capable of resuming her duties, provided that if the Board's physician is in disagreement that conflict of medical opinion shall be resolved in the same manner as is set out in paragraph 2b (3).
5. A pregnant employee may apply for a leave of absence based upon a claim of disability, in which instance such leave shall be chargeable to the sick leave account of said employee.
6. A pregnant employee may apply for a leave of absence not based upon a claim of disability, in which instance, said leave of absence shall be without pay and shall not be charged against sick leave of said employee.
7. All extensions or renewals of such leave shall be applied for in writing to the Superintendent subject to the approval of the Board.

B. Sabbatical Leaves

1. Purpose

A sabbatical may be granted to a teacher by the Board for study in their field, study in another area of specialization or for other exceptional reason of value to the school system. The full and final determination as to the degree of value of a

sabbatical and the granting thereof shall rest with the Board.

2. Conditions

Sabbatical leave shall be granted subject to the following:

- a. Requests for sabbatical leave must be received by the Superintendent in writing no later than January 1 of the year preceding the school year for which the sabbatical leave is requested. The Superintendent shall examine the application and make his recommendation promptly to the Board. The Board shall take action on each application by March 1 or as soon thereafter as circumstances may allow.
- b. To qualify for a sabbatical leave, a teacher must have completed at least five full years of service in the Bloomingdale School District at the time of application.
- c. To qualify for a sabbatical leave, a teacher must agree in writing to complete two additional years of service in the Bloomingdale School District immediately following the sabbatical.
- d. A sabbatical may be granted for either one-half of a school year or for a full school year. Teachers granted sabbaticals shall be paid by the Board at fifty percent of the salary rate which he/she would have received had he remained on active duty, excluding educational assistance and sick leave. Health insurance will be paid by the Board.
- e. If there are sufficient qualified applicants, sabbatical leaves shall be granted to a minimum of two percent (2%) of teaching staff at any one time.
- f. Upon return from sabbatical, the teacher shall submit a report to the Board within thirty (30) days after his/her return to active employment.

C. Military - Without Deduction

Military leaves related to annual active duty training shall be granted on an individual basis in accordance with existing New Jersey statutes. Teachers who are members of the Reserves or National Guard shall request

his or her superior officer to allow him or her to fulfill his/her military requirements during the summer vacation.

D. Illness in Family

1. A leave of absence without pay for up to one (1) calendar year shall be granted for the purpose of caring for a sick member of a teacher's immediate family or a family member resident in the teacher's home, upon presentation of a physician's letter stating need.
2. Additional leave may be granted upon review and approval of the Board. Upon return from an extended leave of absence, the teacher shall be reinstated in his/her same position or a similar position for which he/she is certified.
3. The Board is under no compulsion to continue the employment of a non-tenured employee beyond the contractual period so long as the non-renewal of employment is not based solely upon the unpaid extended leave of absence.

E. Disability Leave (including Maternity-related Leave)

1. Any teacher who experiences a disability arising out of, but not limited to surgery, hospital confinement, medical treatment, pregnancy, child-birth, miscarriage and/or recovery shall apply for and receive disability leave upon presentation of documentation from a medical doctor.
2. Disability leave shall be charged to accumulated sick leave, if any, of said teacher. If the accumulated sick leave is or has been exhausted, the disability leave shall be without pay, but with full insurance coverage as provided to all employed teachers under this agreement. However, notwithstanding any other paragraph in this section, insurance coverage provided at Board expense shall not exceed one year.
3. If the teacher's absence shall be the result of a personal injury caused by an accident or unprovoked assault arising out of and in the course of his/her employment, such teacher shall be allowed disability leave with full pay for up to one (1) calendar year. Such leave shall not be charged to sick leave. In accordance with NJSA 18A:30-2.1, any amount of salary or wages paid or payable to the

teacher under this sub-section shall be reduced by the amount of any Workman's Compensation award made to the teacher under this sub-section for temporary disability pursuant to Title 34 of the N.J. Statutes.

4. The Board shall grant a disability leave for a period of up to (1) calendar year. The Board shall have discretionary power to grant an extension or reduction of the disability leave for a reasonable period of time, as requested. (See NJSA 18A:30-1 et seq., specifically 18A:30-7).
5. A teacher who desires to continue in the performance of his/her duties during a period expected to lead to a disability shall be permitted to do so provided the teacher produces a statement from his physician, certified in writing to the Board not more than once per month, and confirmed by the School Medical Inspector, stating that the teacher is physically capable of continuing to perform his/her duties and stating up to what date, in the opinion of the physician, the teacher is capable of performing his/her duties.

F. Other

Employees may be granted leave without pay upon submitting request in writing to the Superintendent, specifying reason and duration of request and subject to the final approval of the Board.

XII. EDUCATIONAL ASSISTANCE PLAN

- A. The Board will reimburse an eligible employee for the full cost of books, tuition and/or laboratory fees upon completion of approved courses with passing grades. Books may be returned to the Board of Education for use in the teachers' professional library.
 1. Reimbursement will be limited to a maximum one thousand (\$1,000.00)
 2. The cost of supplies, transportation, registration fees, matriculation fees, etc., are not included in the plan and, therefore, will not be paid by the Board.
- B. To be eligible for assistance under this plan, an employee must qualify as follows:

1. For assistance requested for the period July 1 to August 31, the employee must actively be employed on the payroll for sixty days after the opening of the Bloomingdale Schools in September.

For assistance requested for the period September 1 to June 30, the employee must be on the active payroll during the entire period for which assistance is requested.

2. Pursue an educational objective and courses leading to it that are:
 - a. Related to the employee's position in the school system or preparatory to a position to which he/she may aspire in the future with the Bloomingdale School System.
 - b. Offered at an accredited college or university.
 - c. All courses other than certification or degree programs shall be subject to approval of the board and shall exclude correspondence, television courses, weekend courses where classroom or project hours are not comparable to a traditional program and courses irrelevant to the teacher's field and this approval shall not be precedented by past practice, but shall include workshops and non-credit courses as per note in the miscellaneous section (XX.A, XXI.G).
- C. Holders of provisional or emergency certificates shall receive reimbursement only for courses which earn credits in addition to the initial four credits required to keep their present certificates valid.
- D. Part-time employees shall receive the full tuition benefit.

XIII. DEDUCTION FROM SALARY

- A. The Board agrees to deduct from the salaries of its employees, dues for the Bloomingdale Teachers' Association, the Passaic County Teachers' Association, the New Jersey Education Association, the National Education Association and a payroll savings plan or tax shelter annuity program as said employees individually and voluntarily authorize the Board to deduct.

XIV. RIGHTS AND PRIVILEGES

A. Association Rights and Privileges

1. The Association shall be permitted the reasonable use of school facilities with the approval of the administration and according to the community use of school regulations.
2. Bulletin board space in the school central offices shall be available for Association notices with the approval of the administration.
3. The Association may place notices in the faculty mailboxes with the approval of the administration.

B. Teachers' Rights and Privileges

1. A teacher shall have the right upon request to review the contents of his/her personnel file and to receive copies at Board expense of any documents contained therein. A teacher shall be entitled to have a representative of the Association accompany him/her during such review. Teachers may make written comment concerning content of their files. This written comment will be part of the file.

XV. TEACHING HOURS

- A. As professionals, teachers are expected to devote to their assignments, the time necessary to meet their responsibilities, but they shall not be required to "clock in or out" by hours and minutes. Teachers shall indicate their presence for and leaving of duty by placing a check mark in the appropriate column of the faculty "sign in and sign out" register.
- B. The total in-school workdays shall consist of not more than six hours and fifty minutes which shall include a duty-free lunch period during any regularly scheduled student lunch period. In the event that an aide is absent, unavailable or late for his/her assigned duties, it will be the responsibility of the teacher to supervise the class. However, for any prolonged absence of a period exceeding one week the Board will make every reasonable effort to obtain a replacement.
- C. No teacher shall be required to report for work earlier than fifteen minutes before the opening of the pupil's day and shall be permitted to leave twenty minutes after the close of the pupil's school day with the

exception of faculty meetings, curriculum and instructional workshops, emergency situations and programs involving the school and community, to the extent of past practice. However, teachers shall be permitted to leave ten minutes after the close of the pupil's day on the last school day of the week.

- D. All middle school teachers shall have 30 consecutive minutes for a duty-free lunch. All elementary teachers, with the exception of the kindergarten teacher, shall have 40 consecutive minutes of duty-free lunch. The kindergarten teachers shall remain status quo.
- E. Beginning in the year 1987-88, each elementary teacher shall receive a guaranteed preparation period of thirty (30) minutes per day and one hundred and seventy (170) minutes per week.
- F. When a teacher is absent and no substitute is provided, a payment shall be made as follows:
 - a. Middle School - \$15/period of coverage,
 - b. Elementary School -
 - 1. \$15/prep. period missed when a specialist is absent,
 - 2. \$90./day to be divided equally among the receiving teachers when a regular classroom teacher is absent and a class is divided and placed in other classrooms.

Note: Volunteers will be used where deemed appropriate. Assigned person will be required to work the duty.

XVI. TEACHER EVALUATION

- A. Teachers shall be evaluated only by persons certified by the New Jersey State Board of Examiners to supervise instruction.
- B. All monitoring or observation of the work performance of a teacher shall be conducted openly.
- C. The teaching staff member shall be given a copy of the written evaluation of his/her performance which shall include:

1. Performance areas of strength, including but not limited to those evidenced during the observation period.
2. Performance areas needing improvement, including but not limited to those evidenced during the observation period.
3. Suggestions for improvement.

D. The evaluation shall be signed by both the evaluator and the teaching staff member. The teaching staff member's signature shall not be interpreted as an assent to the contents signed.

E. All teachers shall have an opportunity to have a conference within 10 school days after receipt of said evaluation.

XVII. PROFESSIONAL OPENINGS

A. The Superintendent of Schools shall have posted in all schools a list of professional position vacancies which occur under this agreement.

XVIII. MILEAGE REIMBURSEMENT

A. The Board agrees to provide mileage reimbursement in the amount of twenty-five cents per mile for those staff personnel who must travel from school to school in the performance of their duties.

B. Teachers assigned to more than one school shall have in their schedules a reasonable amount of time to travel between buildings.

XIX. BACK-TO-SCHOOL NIGHT

A. That a Back-to-School Night be held annually in late September or early October in each school to explain the educational objectives of each class to parents and guardians.

1. It is agreed that forty-five minutes for grades K-5 (30 minute lecture and 15 minute question and answer period at the discretion of the teacher in the K-5 category) and seventy-five minutes for grades 6, 7, and 8 following the first PTA meeting

of the school year be designated for the Back-to-School Night.

2. Kindergarten shall be excluded from Back-to-School Night if Parent/Guardian Tea is held.

XX. PARENT-TEACHER CONFERENCES

- A. Conferences shall be held twice a year for three days each. In the K-5 grades these conferences shall be held during two evenings and one daytime. In the middle school the conferences shall be held on one evening and two daytimes. If the staff of any school opts to hold daytime and evening conferences on the same day, the resulting "free" day shall be a half day for the staff.

XXI. MISCELLANEOUS PROVISIONS

- A. Copies of this agreement shall be provided at the expense of the Board and shall be available to staff members with the issuance of the next year's contract, if practicable and shall include a table of contents.
- B. The Board agrees to use central registers for attendance purposes.
- C. There will be an early dismissal of all schools on Thanksgiving Eve and on the last day school is open before the Christmas recess.
- D. Whenever the Board feels there is space reasonably available, children of non-resident teachers may be enrolled in the Bloomingdale School System at a cost not to exceed the net cost of supplies.
- E. Teachers shall not be required to attend activities, conferences, or meeting on days when they are not scheduled to teach.

The exception to this rule shall be a part-time music teacher's attendance at graduation which when it is required by the Board shall be paid at the rate of \$30.00 when on a non-teaching day.

- F. A bonus, as per the schedule listed below, will be given to employees who leave the district prior to the last day of the year stated in the schedule, subject to the constraints that they:

1. Are on the top of the guide and,

2. Have twelve (12) years service in Bloomingdale.

Resign by	Bonus
July 30, 1989	\$12,000
July 30, 1990	\$12,000
July 30, 1991	\$ 6,000

Note: These payments are subject to the constraints found in the Retirement section (VIII).

3. The salary guide for 1991/1992 will be increased by the following additional monies in the event 10 or more people eligible for this clause resign prior to 9/1/1991.

Number Resigning	Additional Percent
10 - 14	.75%
15 - 19	1.75%
over 19	2.75%

G. A minimum of four thousand dollars shall be provided for teacher workshops every year. Said money shall be used to pay for tuition and reasonable expenses incurred by teachers attending approved workshop. The maximum amount to be paid for any workshop shall be \$150/teacher/workshop.

H. Teachers should make their own duplicating materials for the classroom except in unusual circumstances.

XXII. SEPARABILITY

If any provision, or part of any provision, or this Agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

XXIII. DURATION

This agreement shall be effective as of July 1, 1989 and shall continue in effect until June 30, 1992.

IN WITNESS WHEREOF, the Association has caused this agreement to be signed by its Co-Presidents and the Secretary and the Board has caused this agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year first above written.

ASSOCIATION

BOARD OF EDUCATION

by Richard Siger
Co-President

by Grace L. Dement

by James Whiterow by Barry K. Worman 6/5/89
Co-President Secretary

by Linda Griffiths
Secretary

SALARY GUIDE

EFFECTIVE 7/1/89 through 6/30/90

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	20979	21818	22365	23260	23842	24439	25172
2	21874	22750	23319	24253	24860	25482	26247
3	22408	23306	23889	24845	25467	26104	26888
4	22973	23892	24490	25471	26108	26761	27565
5	23610	24556	25170	26178	26833	27505	28331
6	24371	25347	25981	27021	27696	28390	29242
7	25307	26321	26979	28059	28761	29480	30365
8	26484	27544	28233	29363	30098	30850	31777
9	27976	29096	29823	31017	31794	32589	33567
10	29880	31075	31853	33128	33957	34807	35851
11	32317	33611	34451	35830	36726	37645	38775
12	37120	38415	39376	40951	41975	43025	44317

MA + 45

Staff Members who have earned 45 credits beyond Masters Degree will receive a salary increase equal to one-half (1/2) the difference between MA+30 and MA+60.

LONGEVITY:

An additional 3 1/2% of salary after fifteen (15) years of teaching in Bloomingdale.

An additional 5 1/2% of salary after twenty (20) years of teaching in Bloomingdale.

An additional 7 1/2% of salary after twenty-four (24) years of teaching in Bloomingdale.

SALARY GUIDE

EFFECTIVE 7/1/90 through 6/30/91

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	23077	24000	24601	25586	26226	26882	27690
2	24062	25025	25651	2667	27346	28031	28872
3	24649	25636	26278	27329	28013	28715	29577
4	25270	26282	26939	28018	28719	29438	30321
5	25971	27011	27687	28796	29516	30255	31164
6	26808	27881	28579	29723	30466	31229	32166
7	27838	28953	29677	30865	31637	32428	33402
8	29132	30298	31057	32299	33108	33935	34955
9	30774	32005	32806	34119	34973	35847	36924
10	32868	34183	35038	36440	37352	38287	39437
11	35549	36972	37896	39413	40399	41409	42653
12	39618	41000	42026	43707	44800	45921	47299

MA + 45

Staff Members who have earned 45 credits beyond Masters Degree will receive a salary increase equal to one-half (1/2) the difference between MA+30 and MA+60.

LONGEVITY:

An additional 4% of salary after fifteen (15) years of teaching in Bloomingdale.

An additional 6% of salary after twenty (20) years of teaching in Bloomingdale.

An additional 8% of salary after twenty-four (24) years of teaching in Bloomingdale.

SALARY GUIDE

EFFECTIVE 7/1/91 through 6/30/92

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	24987	25987	26638	27705	28397	29108	29982
2	26054	27097	27775	28887	29611	30352	31263
3	26690	27759	28454	29592	30333	31092	32026
4	27363	28458	29170	30338	31097	31875	32832
5	28122	29248	29980	31180	31960	32760	33744
6	29028	30190	30945	32184	32989	33814	34829
7	30143	31350	32134	33421	34256	35113	36168
8	31544	32807	33628	34974	35849	36745	37849
9	33322	34655	35522	36944	37869	38816	39981
10	35590	37013	37939	39458	40445	41458	42702
11	38492	40033	41034	42676	43744	44838	46185
12	42898	44395	45505	47326	48510	49723	51216

MA + 45

Staff Members who have earned 45 credits beyond Masters Degree, will receive a salary increase equal to one-half (1/2) the difference between MA+30 and MA+60.

LONGEVITY:

An additional 4% of salary after fifteen (15) years of teaching in Bloomingdale.

An additional 6% of salary after twenty (20) years of teaching in Bloomingdale.

An additional 8% of salary after twenty-four (24) years of teaching in Bloomingdale.